

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING FOR DIVISION 109 BEING THE ENTIRE KWA-ZULU NATAL PROVINCE

EOHCB Subscriptions See Annexure C
Bargaining Levy See Annexure C

Scheme "A" Scheme "B" Member Scheme "B" Member +1 Scheme "B" Member +2 Scheme "B" Member +3
NO NEW SBF MEMBERS FROM 01/01/2019

Work Code	Work Code Description	01-06-2023 Salary - Contribution Wage - Minimum Wage - for SPP LAC only	2023 Weekly Rate	2023 Hourly Rate - 450 Per week	2023 Union Fee	* BC Fee ER - Salon Reg pre Nov17 - 1. % of Contributing Wage	* BC Fee EE - Salon Reg pre Nov17 - 1. % of Contributing Wage	* BC Fee ER - Salon Reg after Nov17 - 1. % of Contributing Wage	* BC Fee EE - Salon Reg after Nov17 - 1. % of Contributing Wage	2023 National Pension Fund (ER) - Contributing Wage	2023 National Pension Fund (EE) - Contributing Wage	2023 National SPP Employer based on Minimum Wage	2023 National SPP Employee based on Minimum Wage	SBF 'A' Employer	SBF 'A' Employer	SBF 'B' Employer	SBF 'B' Employer	SBF 'B1' Employer	SBF 'B1' Employer	SBF 'B2' Employer	SBF 'B2' Employer	SBF 'B3' Employer	SBF 'B3' Employer
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NOTES

CASUAL EMPLOYEE An employee who substitutes for any permanent employee who is sick or on leave. Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment. An employee who works 1 or 2 or 3 or 4 days per week.

PART TIME EMPLOYEE Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment. Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply. If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.

WORKING EMPLOYERS AND LEGAL OWNERS Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPP from 1 January 2017

PENSION FUND Pension Fund Contributions to be paid by all Employers will be 6.5% of the CONTRIBUTIONS Salary of the Employee. Contributions payable by all Employers will be 6.5% of the Basic Salary of the Employee.

DAILY RATE CALCULATION Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day

SICK BENEFIT FUND CONTRIBUTIONS - NO NEW MEMBERS TO JOIN FROM 2019

CATEGORY	SCHEME "B1" Member +1	SCHEME "B2" Member +2	SCHEME "B3" Member +3
EMPLOYER CONTRIBUTION	R 70.00	R 70.00	R 70.00
EMPLOYEE CONTRIBUTION	R 313.00	R 441.00	R 580.00

ABBREVIATION DESCRIPTIONS

LEARNERS Learners to also include any apprentices

UNION FEE / AGENCY FEE Union Members: Union Fee equates to R 148.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 121.00 per month per member (Excluding the funeral benefit)
Non-Union Members: Non-Union members pay an Agency Fee equal to the Union membership fees currently R 148.00 per person per month but with no UASA benefits.